

# Veterans Home Facts – FY '12

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## General Information

**Address:** 1301 Summit  
Marshalltown, IA 50158

## Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 771	# PT EEs: 119	# Temporary EEs: 42	Average Length of Service: 11.59
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Span of Control: 15.40	Total Unemployment Insurance Claims: 56
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	33	45-54	271	<25	0	45-54	26	# of Females:	616	# of Males:	155
25-34	142	55-64	165	25-34	2	55-64	9	% of WF:	79.90%	% of WF:	20.10%
35-44	157	65+	3	35-44	13	65+	0	Average Age:	44.59	Average Age:	48.25
Employee Average Age: 45.33				Supervisor Average Age: 48.64				Average Length of Service: 11.90		Average Length of Service: 10.36	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	39	# of Non-minorities:	729	# African-American:	9	# of "did not respond":	3
% of Workforce:	5.06%	% of Workforce:	94.55%	# Asian/Pacific Island:	9	% of Workforce:	0.39%
Average Age:	40.52	Average Age:	45.61	# Am. Indian/Alaskan:	3	Average Age:	39.98
Average Length of Service:	8.48	Average Length of Service:	11.78	# Hispanic or Latino:	18	Average Length of Service:	6.99

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	30	# of Persons With No Disabilities:	710	# of "did not respond":	31
% of Workforce:	3.89%	% of Workforce:	92.09%	% of Workforce:	4.02%
Average Age:	47.16	Average Age:	45.15	Average Age:	47.49
Average Length of Service:	13.28	Average Length of Service:	11.39	Average Length of Service:	14.74

Officials/Administrators EEO Category 1: 19	Professionals EEO Category 2: 182	Technicians EEO Category 3: 105	Protective Service: Sworn EEO Category 4: 6
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 42	Skilled Craft EEO Category 7: 23	Service/Maintenance EEO Category 8: 394

Separation Rate: 10.55%	Hire Rate: 10.42%	Number Hires: 77	Transfer In: 3
Retirements: 19	All Terminations: 34	Voluntary Quits: 28	Transfer Out: 0

# of Classes Used: 101	Most Populous Classes: Resident Treatment Worker (271), Licensed Practical Nurse (71), Food Service Worker (53)		
Separations - By Class:	Resident Treatment Worker (42), Licensed Practical Nurse (11), Food Service Worker (4)		
# Eligible for Retirement:	1 Prot Serv 129 General - in next 5 years	% Eligible (Prot Serv): 16.67% % Eligible (General): 16.86%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$303,603.57	Sick Leave Payouts: \$38,243.10	Annual Payroll: \$43,403,861.21	Avg. Base Salary: \$49,566.87	Overtime Days Worked: 2,694.5
Overtime Cost: \$716,853.58	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$2,994,030.54	Vacation Days Earned: 15,470.0	Vacation Used Expense: \$2,721,607.80	Vacation Days Taken: 14,294.8	
Sick Leave Days Earned: 13,733.0	Reg. Sick Leave Used Expense: \$1,793,180.45	Reg. Sick Leave Days Used: 9,955.6	Converted Sick Leave To Vacation Days Used: 355.0	
Sick Leave -Earned Value: \$2,473,500.28		Avg. Sick Leave Days Per EE: 12.91	Converted Sick Leave To Vacation Used Expense: \$75,709.52	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 1	<b>Reclassifications</b> Up (Filled): 9 Up (Vacant): 3 Down (Filled): 5 Down (Vacant): 2 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$26,175.45	<b>Grievances</b> Contract Grievances: 128 Disciplinary: 34 Language: 94 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 1
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012